Assistant Secretary of the Army
Manpower & Reserve Affairs
Office of Diversity & Leadership

ARMY DIVERSITY℠
STRENGTH IN DIVERSITY

ROUND TABLE DISCUSSION

Topic:

FRAMING THE DIVERSITY DISCUSSION: THE NEED FOR INTERNAL DIALOGUE

Date:

March 23, 2012

TIME:

1100 – 1200

LOCATION:

ASA (M&RA)/G-1 CONFERENCE ROOM
PENTAGON, 2E477

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ROUND TABLE DISCUSSIONS

A. Each Scheduled Discussion Topic Has:

- A Facilitator or Presenter
- Supporting Documents
- Learning Outcomes
- Discussion Points

B. The Round Table Discussion/Topics will:

- Occur monthly from January 2012 until June 2012

MARCH 23, 2012:	**Framing the Diversity Discussion: The Need for Internal Dialogue**
APRIL 12, 2012:	**PRAXIS: Integration of Diversity and Management Directive 'MD**
MAY 10, 2012:	**PRAXIS: Integration of Diversity and Special Emphasis Programs**
JUNE 7, 2012:	**PRAXIS: Integration of Diversity and Complaints and Compliance**

DASA – Diversity & Leadership

Round Table Discussion

TOPIC 3: FRAMING THE DIVERSITY DISCUSSION: THE NEED FOR INTERNAL DIALOGUE
DATE: Friday, March 23, 2012

A. SUPPORTING DOCUMENTS:

Laudicina, E.V. (Summer, 1996). "Managing workforce diversity in government: An initial assessment." *Public Administration Quarterly.* ***19*** (2): 170-192.

Gentile, M.C. (1995). *Ways of thinking about and across differences.* Concord, MA. Harvard Business School.

Naff, K.C. and Kellough, J.E. (2004). "Responding to a wake-up call: An examination of federal agency diversity management programs." *Administration & Society*. **36** (1): 62-90.

B. LEARNING OUTCOMES

- Recognize that diversity is a dynamic process which requires continual reflection, internal negotiation of identify and simultaneous self-definition and reconciliation

- Discuss the connection between diversity and other organizational processes such as strategic planning and business processes

- Apply the motivation, mindset, methods, and measures lenses of the diversity process

C. DISCUSSION POINTS

- What are some of the ways we think and talk about diversity
- How is the diversity process defined
- What does it mean to reframe the diversity discussion
- How does reframing the diversity discussion provide a strategy to define diversity for the organization
- What motivates the organization to begin the diversity process
- How does the mindset lens affect the diversity process
- What role do the methods and measure lenses play in the diversity process

D. LINK TO ARMY DIVERSITY ROADMAP GOALS

Goal 5: Create and maintain an inclusive environment where the value of diverse knowledge, experiences and backgrounds enhances mission readiness

"Diversity must be achieved and managed effectively if the benefits are to be realized…Through the continual understanding of the people we lead, the Army will set the stage for continued high performance…"